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15 JUL 1988

MEMORANDUM FOR: Deputy Director of Personnel

25X1 FROM:

Deputy Director of Information Technology

SUBJECT: NAPA Draft Report -- 12 July 1988

George

I just finished reading the draft report on the Intelligence Community Personnel Study. I realize it is just a first draft, and a weak one at that, but I see some serious issues that have the wrong spin on them. I will list my concerns using the draft package as a guide.

1. The Suggested Content of the September 1, 1988, Report ought not to highlight specifically the Agency or INR. If they have concerns, keep them in the context of the Community. See items 5 and 6.

2. Future Mission of IC Agencies: The qualifying statement on page 2 is troublesome. I'm sure HPSCI will read that as though the CIA didn't cooperate. Make the NAPA people spell out who withheld key documents. If we did, then so be it, but let's not get blamed for another Agency's action.

3. Intelligence Uniqueness: National security isn't unique to the IC. It's a concern of the whole federal government. I'm not sure these people have read the "Federalist Papers." What is unique is secret operations and sources and methods. Their quote reinforces my point that National Security is not Intelligence Community unique. If we agree with the set of recommendations for uniformity made on page 3 and page 4, the Agency will be fractured into two camps--the haves and have nots--clandestine Ops and the rest of us. The logic chain follows that if we're fractured productivity will falter, sense of mission will change for the worse, and we will begin to have serious personnel problems and serious recruitment and retention problems. In short, a sizeable part of the Agency will look like DoD, Treasury, or HUD. Take your pick. I hope you all can turn this around. After all, we are intelligence officers and I'm damn proud of it. Heaven only knows, we have parts of the Agency that don't understand their role in intelligence now.... Let's not formalize it by declaring them through separate treatment to be regular run of the mill U.S. government bureaucrats.

4. Staffing Issues: They have two minor points. Our lower graded employees tend to move up in the organization, not leave. Our mid-level salaries are competitive. I think they are wrong when they state otherwise. I love their interagency working group. That's the greatest way to kill anything in this town that needs killing. Why not send all of these recommendations to an interagency working group.

There are some other points, but I have bored you enough. If I can be of help other than to keep quiet, please let me know.

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Tholt